



INSideCorrections

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Indiana Department of Correction Employee Newsletter



From the Commissioner

Edwin G. Buss

Prison populations across the country continue to expand, yet corrections agencies must absorb these offenders with little to no additional space or funding. As a result, overcrowding has begun to seriously jeopardize prison and public safety. Some states have decided to permit the early release of offenders, attempting to solve the overcrowding problem, but such a move only works as a temporary solution that ends up putting the public at risk.

Under the leadership of Governor Mitch Daniels, the Indiana Department of Correction (IDOC) resolved not to resort to such measures and has instead evaluated all options to meet capacity and budgetary challenges. IDOC staff and leadership have worked together to address today's challenges and proactively avoid tomorrow's. Thus, Facility Forward came about as a comprehensive initiative to enhance prison capacity, maximize current state property and assets, decrease spending through cost savings, and increase overall efficiencies, while still providing the utmost safety and security for the State of Indiana.

A major component of Facility Forward includes moving female

youths from Indianapolis to Madison, Indiana. The new Madison Juvenile Correctional Facility will best serve the model of the Division of Youth Services by providing gender specific programming, while housing the girls on an attractive campus. Such a move is unprecedented, but is a necessary and positive step in providing the best services to the female youth population.

The new juvenile facility will be separately located on beautiful grounds near the current Madison State Hospital and Madison Correctional Facility, which houses a level one female adult offender population. Additionally, adult female offenders from the Indiana Women's Prison will be relocated to the former Indianapolis Juvenile Correctional Facility, which will allow full capacity utilization of this facility and help meet female capacity needs for the foreseeable future.

Subsequently, the Plainfield Re-entry Educational Facility (PREF) will relocate to the grounds of the former Indiana Women's Prison. This move will allow the IDOC to use the current PREF campus (formerly known as the Indiana Boys' School) as the location of the new Short Term Offender Program (STOP). The STOP facility will be designed and commissioned to address the needs and case management of those offenders committed to the IDOC for less than one year. It will also bolster

re-entry efforts by concentrating services for such offenders at one facility. Dedicating a facility to such a transient population better prepares these offenders for their re-entry and best utilizes scarce bed space.

With these moves, the IDOC gains almost 2,100 beds, addresses the foreseeable growth in the female offender population, and saves the State of Indiana nearly \$200 million. Indeed, Facility Forward is an ambitious endeavor, but with the support and teamwork of all stakeholders, its implementation will succeed as a piece of the IDOC's preparation for the future. ■

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The Department's Vision and Mission Statement

THE VISION

We, the dedicated professionals of the Indiana Department of Correction, strive towards a safer, more secure Indiana for those we serve through innovative programming and community partnerships.

THE MISSION

The mission of the Indiana Department of Correction is to empower the agency's staff of correctional professionals, to increase public safety and reduce recidivism through successful re-entry programs that allow offenders the opportunity to positively contribute to Indiana communities.



Successful Re-Entry Begins at Home

Dave Liebel, Assistant Director of Religious and Volunteer Services

The Indiana Department of Correction's Division of Religious and Volunteer Services will be offering PREP® Marriage Strengthening Weekends at ten adult male facilities over the next several months. These weekends bring together offenders and their significant others for 16 hours of education on effective communication, problem solving, goal setting and other topics that not only strengthen a relationship, but increase an offender's chances of successfully returning to society.

"One of the best predictors of successful re-entry is having a strong relationship at home," said Dr. Stephen Hall, IDOC's Director of Religious and Volunteer Services. "Our goal is to give couples the tools to avoid conflict and resolve problems during and after incarceration."

Funded by a grant from the United States Department of Health and Human Services, Office of Family

Assistance, the weekends utilize the PREP (Divorce Prevention and Relationship Enhancement Program) program. "PREP works well for us," said Dr. Hall. "It's a well respected program used by many civic organizations and the US military. It teaches basic skills about how to have a successful relationship."

Since the first PREP Weekend was held at Miami Correctional in April 2007, over 500 couples have participated. Drawing heavily from PLUS units, offenders must meet strict conduct requirements to participate. The material is presented by trained IDOC staff including chaplains, counselors, and corrections officers.

One of only four Departments of Correction to receive grant funding from Health and Human Services, the IDOC has consistently outperformed fellow grantees both in quality and quantity of services provided. ■



INsideCorrections

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A Look at Routinely Doing Routine Things Right Each Time

Chief of Staff Daniel G. Ronay, CCE

A few years ago, I was asked to present a workshop on complacency to a gathering of correctional leaders. Although I utilized a motivator, attention getter, and a power point, the presentation did not seem to go over very well to the group. Moreover, some in the audience became downright indignant that the subject was even brought up. I thought about these reactions and discussed the issue with several colleagues later on that evening to better understand the situation.

What I was able to determine was one common thread—most people think that complacency equals doing something wrong, when in fact complacency actually means that a person feels content doing things because they are unaware of the consequences (e.g. danger, trouble, and controversy). Complacency does not mean someone does or does not do something to purposefully do something wrong. Complacency is a direct result of a phenomenon called “habituation.”

com·pla·cen·cy – noun

1. A feeling of contentment or self-satisfaction, especially when coupled with an unawareness of danger, trouble, or controversy.
2. An instance of contented self-satisfaction.

Habituation is created when we repeat an action over and over again, so much that it becomes so routine to us that we may not be fully aware when we do it.

Consider these factors:

- 90% of day-to-day behavior is automated.
- Repetitive tasks become automated to free up our attention for things that are new, novel, or threatening.
- Repeated exposure to situations, even if they are potentially volatile, dulls defense mechanisms and awareness which makes us less concerned and cautious about them.

ha·bit·u·a·tion – noun

1. the act of habituating.
2. the condition of being habituated.
3. physiological tolerance to or psychological dependence on a drug, short of addiction.
4. reduction of psychological or behavioral response occurring when a specific stimulus occurs. repeatedly.

So, habituation leads to complacency, and complacency leads to human error, sometimes without even knowing it. When we were first fresh out the Academy and strip searched or frisked our first offender, I am positive the exact sequence, as taught and tested, was carried out to the best of our ability. Somewhere along the line, if we don’t check ourselves, our 50th, 100th, or maybe 1000th frisk or strip search won’t be as thorough or professional. That’s what the offender is waiting for and that’s what becomes dangerous to

us. This same scenario and outcome can be applied to cell searches, cell extractions, applying restraints, transports, taking count, and the dozens of other critical tasks we face daily in the corrections environment.

Complacency and habituation happen in all walks of life; it’s just not as dangerous in some fields as it is in aircraft maintenance, surgery, or corrections. That’s why bad things can happen in well-run prisons.

Experts say that:

- Habituation works against us when we are repeatedly exposed to the potential of predatory situations but nothing happens.
- We take shortcuts, forget to lock doors, deal with situations alone, and become oblivious to the offenders watching or following us around.
- Over time, the absence of consequences causes us to become more lax about our personal safety.
- Even though we are concerned about our personal safety and possess the knowledge of what we SHOULD be doing, we can’t be bothered.

The major factors that lead to or exacerbate an incident from a major, minor, or close call to a critical incident are rushing, frustration, fatigue, and complacency.

Girls Find Hope and Motivation at IJCF Teen Summit

Gaylie Cotton, Public Information Officer–Indianapolis Juvenile Correctional Facility

Senators, judges, lawyers, police officers, marine biologists, hair stylists, writers, actresses, professional sports players, businesswomen, motivational speakers, doctors, nurses, dieticians, college graduates – these are some of the occupations the students at Indianapolis Juvenile Correctional Facility (IJCF) see when they look in the mirror. IJCF hosted its first Sister-to-Sister Teen Summit June 22-26. With the themes of re-entry, education, community, and personal responsibility in mind, IJCF's Unit Team Manager, Mrs. Sandra Kibby-Brown, in collaboration with educators at Eliza Hendricks Junior-Senior High School, organized the summit to meet the needs of the student population.

"The Teen Summit was created along the lines of the old adage that it takes a village," Kibby-Brown said. "Our community partners and local social service organizations supported this vision, embraced this premise wholeheartedly, and were able to share their knowledge and expertise with our students. Many of the workshops held are available to students in public and corporate school systems around Indiana, which is something that our students do not have access to while here." The summit also provided teen girls the opportunity to have fun, participate in activities, and speak freely on serious topics such as early sexual activity, physical, emotional and sexual abuse in relationships, dating violence, substance abuse and body image. Throughout the week, presenters spoke on a variety of topics, including the importance of education, wellness, safety, prevention, self-esteem, health, sex

education, career development and entrepreneurship.



Senator Jean Breaux urges students to make the choice to get an education.

On the first day, IJCF's student council greeted the audience and introduced keynote speaker, Senator Jean Breaux, who spoke about the importance of education and an American society still divided by race and economic class. Senator Breaux cautioned the students, particularly those of African American descent, not to fall into the stereotypes that still haunt the black community. "Life is hard, no matter what circumstances you are born into," Breaux reminded. "But your life choices, your associations, and your faith determine what you become. Your life is your own to make difficult decisions and choices. With each positive choice you make, you grow a little."

The students then attended sessions held in different areas of the school where they participated in a variety of workshops and listened to community presenters throughout the course of the week. Summit presenters represented a number of community sectors including the Indianapolis Mayor's office, Ruth Lilly Health Education Center, Julian Center, Marion County Superior



Indiana Speed football player Asia Morgan discusses ways to positively deal with anger.

Court, Girl Scouts, Eastern Star Church, Indianapolis Metropolitan Police Department, Lutheran Child and Family Services, Indianapolis Urban League, Youth As Resources, Indiana House of Representatives, Marion County Health Department, Indiana Department of Education, Peer Project, Planned Parenthood, Martin University, Ivy Tech, IUPUI, ITT Technical Institute, University of Phoenix, J. Everett Wright Career Center, Job Corp, Department of Workforce Development, Goodwill Industries, Mothers Against Drunk Driving (MADD), and many more.

All students, with the exception of those held in the Special Needs Unit, attended the summit. They were not only encouraged to listen to what the presenters had to say, but also ask questions and lend their thoughts on the topics at hand. Judge Danielle Gregory not only presented the students with a list of 81 topics for discussion, but also informed them that they she had something in common with them; like some of the students, she has family members who made bad choices and ended up behind bars. She also informed the teen audience that as a teenager, she used to sneak out of the house, not do her homework, and even made a few bad choices, but then she decided that she wanted more than the truant life, and made the decision to be something more. "What you do will affect your future," Judge

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Changing Criminal Justice Policy

Randy Koester, Deputy Commissioner of Re-Entry

It is often said that the re-entry process begins the moment an offender arrives at the Department of Correction. Today, the Department is working in concert with the courts to begin that process even sooner, at sentencing.

An example of this type of cooperative effort is the Purposeful Incarceration initiative. This endeavor allows judges to sentence offenders to appropriate Therapeutic Communities (TC) where the offenders can receive treatment for the issues that contributed to their incarceration. Once they complete the TC program, the sentencing judge is notified and may consider a sentence modification.

Although this is a great start, there is still much more to do. Talks between the courts and the Department are ongoing to determine how best to meet this need. As new ideas surface, they will be explored and only the best plans will be implemented. With the help of the Research and Planning Division, an evaluation of each new program will reveal its effect on successful offender re-entry. This information will then be used to create best practices to be used throughout the State.

Some ideas may require policy changes or legislative action before implementation. When that is the case, Director of Legislative Services Tim Brown will lead the charge to ensure everything is ready before moving forward.

COMMUNITY TRANSITION PROGRAM

One of the goals of the Transition Facilities and Community-Based Programs division is to increase the

number of appropriate offenders transferred to CTP. The more offenders accepted into CTP, the more facility beds IDOC will have available. Through the wonders of technology, the Department can now send progress reports at the speed of light with the newly developed Offender Case Management System (OCMS), which allows for greater speed and accuracy when entering data. These changes have already gone live in some facilities and will soon be in use throughout the Department. The diligence of staff processing CTP-eligible offenders, and their adaptability to the new software and process, creates the momentum needed to place these offenders so they can continue their journeys down the road to re-entry, while opening much-needed bed space.

PAROLE

Just as the Department seeks to address re-entry at the point of sentencing and throughout the entire incarceration period, there are ways to enhance re-entry case management for parolees. In an effort to keep technical violators from returning to prison and possibly losing their jobs and breaking connections with their support system on the outside, the use of alternative sanctions is encouraged whenever possible. Sanctions being utilized include home detention, work release, day reporting, and community service.

The Department and its Parole Services Division have been working with the Parole Board to develop new protocols that will better address who needs parole services and for how long, the scope upon which warrants will be issued, and ways to improve efficiency when dual supervision situations arise.

REGISTRATION AND VICTIM SERVICES

Due to rulings handed down by courts, the Registration and Victim Services division has been making several changes to the registry in addition to their normal duties. These rulings have changed the registration requirements of some offenders from lifetime to 10-year registration. While catching and updating these records at intake and release will be fairly straightforward, registration of offenders currently housed in IDOC on longer commitments and those offenders currently in local communities will be much more challenging. Much effort is being made to ensure the Department is in compliance with the new mandates.

The history of corrections is long and varied, with people having strong opinions one way or another about just about every aspect of criminal justice. The reality is, in this day and age, that 97 percent of all offenders will eventually be released to return to their communities. It is the IDOC's mission to help these returning offenders increase their chances of successfully transitioning to a law-abiding lifestyle. This requires a cooperative effort between all arms of criminal justice and a continuous pursuit of best practices that support the needs of all members of society. ■



IDOC Legislative Review: A Summary of 2009 IDOC Agency Legislation

Tim Brown, Director of Legislative Services

In my last review of the Agency's legislative packet, I alluded to the fact that this was a very rough legislative session. This was evidenced by how the Special Session went down to the wire. Our agency has been fortunate to steer several important measures, which are now recognized as law. Despite the political posturing on who is deemed "essential" or "nonessential," I would like to assure you that everyone who is employed by the Indiana Department of Correction is not only essential, but vital to the overall mission of this agency. I appreciate that lawmakers did the responsible thing and passed a timely budget, but I object to the hurtful wordplay that is sometimes associated with the gamesmanship of politics. I value what each and every one of you does for this agency and I am looking forward to setting new marks for this agency in the near future. The strength of your contribution to the Team will ultimately ensure that the State of Indiana will be safer.

INDIANA, aspiring to be The National Model for Corrections!

SB0223 Various Corrections and Criminal Matters

Author: Sen. Mike Young
and Sen. Jim Arnold

Sponsor: Rep. Tincher and
Rep. Tom Dermody

- I.) Makes trafficking with an inmate (which is, without enhancement, a Class A misdemeanor) a Class C felony if the item trafficked is a cellular telephone.
- II.) Makes it a Class A misdemeanor if a person possesses in or carries into a penal facility or

a juvenile facility a controlled substance or a deadly weapon.

- III.) Provides that an offender who has filed at least three civil actions that have been dismissed as frivolous may not file a new complaint or petition as an indigent person unless the offender is in immediate danger of serious bodily injury.
- IV.) Requires the sentencing policy study committee to evaluate whether the state should pay all costs of trial in a prosecution for an offense committed at a state correctional facility.

SB0244 Offender Re-Entry Administrative Account

Author: Sen. Mike Young
Sponsor: Rep. Linda Lawson
and Rep. Phil Hinkle

- I.) Requires the Department of Correction (DOC) to provide certain inmates who earn income in the DOC with an offender reentry administrative account (OEAA).
- II.) Requires that between 10% and 20% of an eligible inmate's earnings be deposited in an OEAA.
- III.) Requires the DOC to issue an inmate a check for the balance in the inmate's OEAA when the inmate is released or discharged from incarceration by the DOC.

HB 1132 Department of Correction and Police Powers

Author: Rep. Linda Lawson
Sponsor: Sen. Jim Arnold
and Sen. Tom Wyss

- I.) Authorizes the Commissioner of the Department of Correction to appoint certain individuals as correctional police officers.
 - a.) Requires a correctional police officer to complete a pre-basic training course approved by the Indiana Law Enforcement Training Board and any other training course established by the Department of Correction in conjunction with the Law Enforcement Training Board.
 - b.) Grants correctional police officers police powers, but only:
 - (1) in connection with offenses committed on the property of the Department of Correction;
 - (2) in connection with an offense involving an offender who is committed to the Department;
 - (3) in connection with an offense committed in the presence of an officer; or
 - (4) while assisting another law enforcement officer who has requested the assistance of the correctional police officer.
- II.) Establishes the correctional peace officer's fund to provide monetary assistance,

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IDOC Legislative Review: A Summary of 2009 IDOC Agency Legislation

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including tuition assistance, to a correctional employee or to a member of the family of a correctional employee. Specifies that the fund consists of:

- (1) grants;
- (2) donations;
- (3) employee contributions; and
- (4) appropriations made to the fund; and that monetary assistance may be paid from the fund to a correctional employee or to a member of the family of a correctional employee if the employee or employee's family member attends a postsecondary educational institution, the employee suffers a loss as the result of a natural disaster, or the employee is killed or injured in the line of duty.

HB1001 Budget Bill

Author: Rep. William Crawford
Co-Author: Rep. Scott Pelath

- I.) Facility budgets essentially remained the same as requested by the Department.
- II.) Decreases in Agency request.
 - a.) Decrease in Miami Correctional Facility of \$1,774,899—to eliminate the additional operating expenses that were associated with the proposed expansion.
 - b.) Decrease in Wabash Valley Correctional Facility of \$1,905,442—same reason as Miami Correctional Facility.
- III.) Creates a the Criminal Code Evaluation Commission

- a.) To evaluate the criminal laws of Indiana.
- b.) If the commission determines that changes are necessary or appropriate,
- c.) The commission shall make recommendations to the

general assembly for the modification of the criminal laws.

- IV.) State employees retiree health benefits were funded to include all three branches of government. ■

The IDOC Introduces New Communication Tools

In June, Commissioner Buss joined millions of people around the world and began tracking his and the Department's major events on Twitter. Periodically, Commissioner Buss tweets current IDOC news and happenings.

Anyone can follow Commissioner Buss and the Indiana Department of Correction on Twitter! His page can be found at: http://twitter.com/IDOC_Comm_Buss. No Twitter account is necessary in order to view the tweets.

Also in June, the new and improved Commissioner's Blog was launched. Now employees can access the Commissioner's Blog from any computer, even without an IDOC email address. To access the blog, log on to http://www.doc-apps.in.gov/doc_blog.

To register:

- Create a username not attributed to your name, if you wish to remain anonymous.
- Enter your e-mail address (use

your IDOC address if you have one; if not, use a personal e-mail address).

- Enter your first and last name and your job description.
- Create a password.
- Click register!!!

A blog administrator will review your information and give you access to view the blog. This must be done to ensure that only IDOC employees are accessing the blog. Once you are approved you may begin leaving your comments on the blog.

On work days, accounts should be approved within 48 hours. Therefore, you should be able to log into the blog after this time. Administrators do not send confirmation e-mails verifying registration; just check back to the blog to log in.

For further assistance, please contact Courtney Figg, cfigg@idoc.in.gov or Amy Ulshafer, aulshafer@idoc.in.gov. ■

Miami Correctional Facility Reaches Out to Howard County

Ann Hubbard, Public Information Officer–Miami Correctional Facility

The Miami Correctional Facility (MCF) PLUS Unit donated a total of \$2,000 to three Howard County charities on March 30, 2009.

The facility determined it would make funds available to some important Howard County agencies that have been of service to the facility and its offenders. According to Superintendent Mark R. Sevier, the community provides much needed information and support to our offenders upon their release, and it's important the facility reciprocate in whatever way it can to help out those programs. "MCF understands the community's needs and wants to have a positive impact on the community at large. As one of the largest employers in this area, we want our employees to be proud to say they work at a facility that cares about its community."

MCF donated \$1,000 to Kokomo Urban Outreach, a local mission organization with eight sites throughout the city of Kokomo that provide various services to city residents. Jeff Newton, founder of the outreach mission, said they provide food pantries, meals, educational and parenting classes, a Baby College, tutoring, etc. They also have a program called "Buddy Bags" that sends food bags home with children for their weekend meals. They send home six meals for the weekend to about 270 children a week.

Newton said that the donation will go a long way in helping provide food and programs to those in need. This mission program has been in the community for three years and was started to take the church outside the



Back Row (L-R): David Boss, Cindy Dunlap, Superintendent Mark Sevier. Front Row (L-R): Chaplain William Babb, Jeff Newton, Lori Tate, and Tricia Pretorius.

walls and into the neighborhoods. With only one full-time staff person and one part-time staffer, Newton said they use a lot of volunteers from the community. Anyone wishing to donate their time or money to the program can contact Newton at (765) 457-1983 or go online at www.kokomourbanoutreach.org for more information.

The United Way of Howard County was given \$500 to use for the 211 Program. According to Lori Tate, president of United Way, the program helps people in the community find the services they need, such as food, shelter, employment, counseling, etc. The operation in Howard County is run by Cindy Dunlap. Dunlap said the Miami and Cass County 211 programs are also run out of Howard County.

Tate noted that many offenders upon release, or just prior to release, are provided with services through this program. "It gets people to the resources they need in their community." Tate said this is the first donation of the year for United Way,

which officially kicks off its campaign in September. Anyone wishing to donate can contact Tate at (765) 457-6691 or go their website at www.unitedwayhoco.org.

Another \$500 was donated to the Kokomo Rescue Mission, founded in 1953. David Boss, the mission's chief operating officer, said the mission provides a homeless shelter for men, women, and children. Its public dining room is the only one in a six-county area that feeds two meals a day every day, according to Boss. Last year the mission served 120,000 meals, and this year, they believe they are well on the way to serving more than 140,000 meals. They feed people not only in Kokomo, but in Frankfort/Clinton County, Carroll County, and Miami County. They also provide meals and gifts to families during the holidays.

Anyone interested in donating to Kokomo Rescue Mission can call 7(65) 457-5794 or go online to www.kokomorescuemission.org.

The Purposeful Living Units Serve (PLUS) unit at MCF opened its doors in January 2006. The program provides an opportunity for offenders to explore and choose alternatives to criminal thinking and behavior through an emphasis on spiritual, moral and character development, life-skills training, and intentional preparation for living as law-abiding citizens who contribute to the well-being of their community. The units are self-sustaining, raising their own funds to operate. The donations are a part of each participant's program requirement to donate 320 hours of community service to the facility, their unit, or the outside community. ■



Emergency Plans

Stan Knight, Interim Deputy Commissioner of Operations

With summer in full swing, warmer weather here, and all of our facilities at or near

full capacity, I thought it would be a good opportunity to raise awareness of the need to have a set of good emergency plans in place just in case we experience a problem at one of our facilities. While a correctional emergency is not something we like to think or talk about, we nevertheless have to plan and be prepared for such a possibility.

Strategic planning and comprehensive training for correctional emergencies is something every correctional manager should prepare for as part of the overall management and operation of a facility. The plans must be dynamic in nature – that is, they need to be a living document which is consistently tested through review, training, and revision as circumstances change.

We all know policy requires us to have emergency plans in place, but how often do we really review those plans? The emergency plans also must meet the specific needs of a given facility. One facility simply cannot borrow the emergency plans of another facility and think that they will be appropriate enough to meet the needs for their environment or circumstances. As you know, correctional emergencies come in different shapes and sizes, and there could be site-specific issues that require local attention through site-specific planning.

Therefore, how often do we conduct and then critique training exercises which can reveal our responses to various emergency scenarios? Emergency plans must have contingency plans built into them as well. Correctional emergencies do not follow scripted formats, so it is important that plans are fluid enough

to keep up with the evolution of the crisis. Emergency plans must also take into account our mutual aid partners; few emergencies can be successfully managed without the assistance of some outside agencies.

Thus, emergency plans must outline each agency's responsibility and how we will communicate with those agencies during an emergency to include all the necessary contact information. Emergencies, as has been indicated before, can take many different forms and we should have plans for as many of the various possibilities as practical. Have we thought about some of the most likely emergencies we could encounter at our facilities. Some are perhaps more obvious such as riots, escapes, or hostage situations, but how about some which may be less obvious such as epidemics, inmate work stoppages, breaches in our perimeter, or prolonged utility failures? Good preparation cannot address every potential problem but it can lessen the impact and allow us to get out in front of the problem more quickly. The more we plan and train for the various possibilities, the more confidence we can have in our ability to react to problems in a timely and calculated fashion.

In closing, I would like to share with you some assumptions from author Robert Freeman, Ph.D. about "Strategic Planning for Correctional Emergencies" taken from a book by the same name. I would ask that you take into account these assumptions as you review your own level of emergency preparedness, and if you need any assistance with this area, please contact Mr. Richard Curry, Executive Director of Staff Development and Emergency Operations or myself. Thank you for all of your contributions to our agency.

Strategic planning should be based

on the following assumptions (from Strategic Planning for Correctional Emergencies, by Robert Freeman, Ph.D.):

- The purpose of an emergency plan is to maximize the ability to protect lives, the community, and property during an emergency.
- An emergency can occur without warning, at any time of the day or night.
- When an emergency occurs, minutes count. Rarely is there time to stop and develop an on-the-spot response to an unexpected event.
- The initial reaction of staff to an emergency, no matter how well anticipated, may be shock and disbelief—an emotional reaction that can make a bad situation worse if staff have not been properly trained.
- The unexpected may occur in an emergency plan—develop as many back-up procedures as possible.
- The initial emergency, even if response is successful, may generate secondary emergencies. A failed escape attempt may create a hostage situation. A hostage situation may trigger a riot. Evacuation of inmates may provide the opportunity for escapes or assaults.
- An emergency at another facility may affect your facility negatively. The ripple effect of riots, for example, should not be ignored in strategic planning.
- Strategic planning is an important administrative responsibility.
- All emergencies, no matter how destructive, provide the opportunity to learn and increase the capability to be better prepared for the next emergency.
- Simple plans are the most effective. ■

Response to Intervention Reading Program: South Bend Juvenile Correctional Facility

John Nally, Director of Education

Students struggling with reading benefit from early interventions aimed at improving their reading ability, preventing subsequent failure. The South Bend Juvenile Correctional Facility students requiring a boost in reading skills have the opportunity to improve their reading by receiving additional instruction in a data-driven reading program.

Students are identified for the program based upon assessments given during the intake process, as well as an individual interview and assessment conducted by Terrence Moore, the Supervisor of Education. He personally meets with each student when they enter the school and, if their intake reading score shows a deficiency, he conducts an additional evaluation of their reading level to

validate placement in the Response to Intervention (RTI) Reading Program. All students placed in the program receive traditional instruction in a High School English class, and if they also fall below the anticipated grade level in reading, they are placed in an additional small group developmental reading class. While in developmental reading the students receive instruction in the reading skills of vocabulary development, comprehension, and basic literacy strategies. Students in developmental reading are assessed every two weeks to measure progress. If, after an adequate time frame, the student does not show progress in reading skills, then that student has the benefit of receiving individual reading instruction where additional assessments and more intense instruction take place.

This data-driven reading program is based upon the Three Tier RTI Model, which by design, is intended to provide academic or behavioral interventions for students who might not otherwise get the additional help they need during regular classroom instruction. Tier I is the instruction that all students receive, the traditional High School English. Tier II is the developmental reading class where additional small group instruction takes place. Tier III is the intense remediation class where individual instruction takes place based upon specific skill deficiencies. The program is fluid and allows students to move out of Tier III and back into Tier II as skills improve according to the data. Likewise, a student showing adequate improvement on the data collected may move out of Tier II, continuing to receive the Tier I instruction. ■

Confessions of a Benevolent Mind

Jacquie Mize, Wabash Valley Correctional Facility

Being a child of the 1970's, I took to heart the quote "If you are not part of the solution, you are part of the problem," and it had a deep impact on me. My parents and third grade teacher, Mrs. Chambers, instilled in me a strong sense of civic duty, which was reinforced by that motto growing up. I started at a young age volunteering and have gained some very worthwhile experiences. I have counseled gang members, kids at risk, worked in a homeless shelter, was a GED instructor at the Sullivan County Jail, a CPR instructor, EMS, fireman (whoops, woman, even

though I had to promise my family I would not run into a burning building) and a special deputy with our local sheriff's department. A major focus on re-entry by the Indiana Department of Correction—helping to prepare offenders to successfully return to society—sounded like a good fit. I joined the Wabash Valley Correctional Facility as a Casework Manager. I was called into my Unit Team Manager's office back in July of 2007 and advised I was moving to the Purposeful Living Units Serve (PLUS) housing unit. I was new to the IDOC and just learned my first housing unit's routine. Life was good and I was making a difference. I left the



Jacquie Mize works on the PLUS Unit at Wabash Valley.

office more than a little nervous, not knowing what to expect.

Fast forward two years; after all the dust settled, I learned my position and discovered that one standout role of the PLUS participants is their community service. Volunteering

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Pendleton Offenders Put Vocational Training Skills to Good Use

Neil Potter, Public Information Officer-Pendleton Correctional Facility

Offenders assigned to Pendleton Correctional Facility's Vocational Auto Body Training Program recently completed restoration of a fire truck for the Dick Johnson Township Fire Department that provides fire protection and emergency medical services in rural Clay County. The 1992 Ford F-450 truck, which will be used for EMS responses and rescue duties, received a makeover by offender vocational students, including body work and a paint job.

The facility's auto body program provides services to staff members, governmental units, and not-for-profit organizations. Individuals or organizations utilizing the program are required to provide all parts, materials, and supplies needed to perform the requested services.

The PCF Auto Body Program operates under the direction and supervision of Auto Body Instructor Charles Stoner, who has served in this capacity at the facility for 28 years. "Mr. Stoner does a remarkable job in teaching offenders a marketable skill that will serve to optimize their opportunity for a successful re-entry process," stated Superintendent Brett Mize. "Many of his student graduates have gone on to successful careers in the auto body profession following their release from prison," added Superintendent Mize.

IDOC Construction Services Director Kevin Orme, who serves as Chief Officer of the Dick Johnson Township Fire Department, expressed appreciation to everyone associated with the restoration project. "This



Before and after photos of the Fire Truck.



service provided by the Pendleton Correctional Facility directly supports the taxpayers of the State of Indiana through the use of offender labor and saving tax dollars which are currently in short supply," said Mr. Orme. "The officers and firefighters of the Dick Johnson Township Fire Department would like to thank IDOC Commissioner Edwin Buss, Superintendent Mize, and all of the Pendleton Staff, who made this project possible, as well as Mr. Stoner and his offender Vocational Auto Body class. This project is representative of the 'thinking outside the box' atmosphere that the Department of Correction aspires to in giving back to the citizens of the State of Indiana," added Mr. Orme. ■

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is a way of life around here. Each man gives at least 320 hours of community service while in the 16 month program. The average in WVCF's PLUS unit is well over 1,000 hours and growing.

Somewhere along the way of being a Casework Manager, making sure all reports and other duties were learned and completed, something very life-changing happened. I no longer looked at this as an assignment, but a blending of two important things to me: work and volunteering. I understand the pride these participants have for the program. They demonstrate this by staying up until 3 or 4 a.m. to finish quilts for the homeless, disabled veterans, battered women and a number of other organizations that need help. They tutor fellow participants to help pass their GED or assist someone that is not literate learn to read.

The PLUS participants are called to help out with extra work details, often during the most undesirable times, such as snow storms, or any time they are asked to do a job. I get to see the good and not just the bad, which is often the case in our chosen field. As one PLUS graduate told me, "For the first time, I see people and not just marks to be taken advantage of." This individual is now holding a job in industry and helping to start a new Infirmary Helpers program.

As our new PLUS class begins, I know some will fail, some may be thinking this will be an easy paycheck, etc., but somewhere along the way, some will realize that this is not just a job but something far more satisfying. To help others is the surest way to help ourselves. This benefits our society and the individual. Re-entry at its best. ■

Why Try? Taking the Reality Ride Around Peer Pressure

Marc Kniola, PSSS II—South Bend Juvenile Correctional Facility

On April 29, 2009, three South Bend Juvenile staff members presented a workshop at the Jobs for America's Graduates (JAG) Career Development Conference hosted by the Indiana Department of Workforce Development. Teacher Geoff Jankowski, PSSS 2 Marc Kniola, and PSSS 3 Adriane Mathews presented "Why Try? Taking the Reality Ride around Peer Pressure" to over 225 JAG students from all over Indiana. The workshop was based on lessons and activities from Why Try, SBJ's core cognitive-behavioral and character education program.

The Why Try Program was created to provide simple hands-on solutions for helping youth learn important life skills such as: Anger Management, Problem Solving Skills, Dealing with Peer Pressure, Living Laws and Rules, Building a Support System, and Having a Vision for the Future. The mission of the Why Try Program is to help youth achieve freedom, opportunity, and self-respect using education and interventions that motivate and create positive change. The goal of the Why Try Program is to give youth hope and help them answer the question "Why try in life?" especially when they are frustrated, confused, or angry with life's pressures and challenges.

Why Try consists of ten visual analogies (metaphors/pictures) that relate to specific problems and special challenges that youth face in their everyday lives. Each picture includes various options to help youth gain insight in dealing with their own challenges. The program also reinforces these lessons with music, art projects, and physical activities

that illustrate the lessons in different learning styles.

In the workshop, students discussed one of the visual metaphors, the Reality Ride, and related it to peer selection and peer pressure. Students then worked on competing teams to solve a problem in the quickest but most effective way, using communication, planning, and problem-solving skills to reach their goal under pressure and within time constraints. While they were selecting peers to lead and solve the problem, some youth acted as negative peers trying to get the teams to crash and drag the teams into the loop of frustration, confusion, and anger.

After the activity, youth discussed how they had to use proper peer selection to maximize strengths and communicate well and work as a team. They examined how planning ahead and problem-solving can help them think ahead and predict the best way to achieve a goal using the support of the positive peers around them. They also examined any mistakes or corrections they made. For example, maybe they took a shortcut that seemed to work quickly at first, but led to a crash. Maybe then they had to take a longer, more difficult path that was worth it because it led to success. Finally, students discussed the negative influence of the negative peer, and how he or she caused any confusion, anger, frustration, or failure in the groups reaching their goal.

According to the Strategic Initiatives Team, who helped organize the

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Help! We Need Somebody, Not Just Anybody

Amy Rollings and Rich Larsen—
Wabash Valley Correctional Facility



A CISM team member speaks
with an employee.

Only certain types of people can handle the job. It can take a toll on your soul. You have to be a good listener, but you can't let what you hear impact you to the point you cease to be effective. I tell you this because we need your help, in the form of new members for the Southern Region Critical Incident Stress Management (CISM) team. My name is Amy Rollings. I work at the Wabash Valley Correctional Facility as a Casework Manager. I volunteer to take part in CISM. Sometimes bad things happen to people in a maximum-security prison, or any of our facilities for that matter. When the unthinkable takes place we have to be at our best, helping staff through some of the worst times

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Girls Find Hope and Motivation at IJCF Teen Summit

Article continued from page 4

Gregory said. "Right now, you are in the correctional system, but don't let others decide what you will be. Decide for yourselves."

As a young woman now in her late thirties, Ramona Johnson understands the challenges and peer pressure that teenagers are facing today. She understands, but cautioned the students to make choices that will not find them in women's prison as a consequence. Because of one bad decision, Johnson spent 12 ½ years in an Indiana prison for her role in a dispute involving gun violence that killed a young man. As a way to deter young people from gun violence, Johnson speaks to young women and girls in detention centers. IJCF students viewed the Indiana Department of Education documentary, *Choices*, in which three women, convicted of crimes involving firearms, including Johnson, talked about the circumstances that led to their arrests. The video stresses to young teen girls the importance of making good choices.

Johnson also reminded the girls that they have the opportunity to make the decision to end negative associations with rebellion, violence, apathy, and hypersexual tendencies and turn their current situation around to make a positive impact on themselves and their communities. "Ramona Johnson's message really spoke to me," said 17 year-old student Ashley B. "I cannot stop thinking about what she said. I'm here because I did something bad for someone who I thought loved me. I've learned my lesson, and I'm going to go to school and become somebody, just like Ramona did."

Asia Morgan, a player on the Indiana Speed women's professional football

team, made the decision early on to turn her life around. "I was just like some of you girls," said Morgan. The Anderson teen states she often found herself in the middle of trouble whenever she became bored, and reported that she'd been in a lot of fights. "I was bored and began playing football to stay out of trouble. Now, I can take out my frustration and aggression out on the football field in a constructive manner, rather than hitting someone in a fight," she said. "I much prefer it this way."

Representatives from Ivy Tech, IUPUI, ITT and other technical and community schools presented admissions and financial aid information to the students. Students were excited to learn about the Nina Mason Pulliam Legacy Scholarship Program which supports college applicants who as children spent time in the welfare and/or foster care system. The scholarship pays full in-state tuition, books, living allowance and other fees associated with attending college. Seventeen year-old student Shelby L. has a brighter outlook for her future after hearing about the Pullman scholarship and other financial aid. "I was not motivated and did not give much thought to going to college because my family can not possibly pay for it," Shelby admitted. "But now, I have hope, and I am so excited about college now. I've already started looking at some of the career options the different schools talked about."

"I think the presenters at career day were most helpful for me, especially the University of Phoenix," stated 18 year-old Cassandra R. "They opened our eyes to the different career opportunities and were very resourceful with college and financial aid information." Cassandra, who will be taking the pre-GED exam soon,

plans to apply for college as soon as she is released from the Department of Correction. "I've already started practicing writing my college application essay."

"The staff did an excellent job coordinating Indianapolis Juvenile's first ever Teen Summit," said Assistant Superintendent Angela Sutton. "I think that the Teen Summit exposed our girls to a lot of positive, real-life people who did not grow up with everything being given to them, and who did not always make the right choices in their lives. Hopefully, this will help our students understand that things don't always come easy in life, and being successful takes hard work, but it is possible."

About Sister-to-Sister Summits:

A project of the American Association of University Women, the Sister-to-Sister Summit is a national dialogue initiated to address issues that schools cannot adequately address. These issues include sexual harassment, violence, drug abuse and body image – the evaded curriculum. ■

Why Try? Taking the Reality Ride Around Peer Pressure

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workshop, the JAG students were inspired by the workshop, and the Team was overwhelmed by the students' enthusiasm and what the students had taken away from the Why Try lesson. The SBJ presenters were also delighted by the students' enthusiasm, their willingness to work hard and work together, and their ability to make connections from the lessons to their lives. ■

MCF Accountant Turns her Transplant Story into a Children's Book with Help of Two MCF Offenders

Ann Hubbard, Public Information Officer—Miami Correctional Facility

After 23 years of suffering with a bad heart, Mary Beth Fites finally got a new one. While her story had a happy ending, she was well-aware that the story of another (a 19-year-old male) did not end so happily.

At the end of the 76 days she spent in the hospital, first waiting on and then receiving her new heart, Fites was searching for a way to explain her gift to her grandchildren. They had known something was wrong with grandma, when she could no longer run and play with them like she used to. Now it had been more than two weeks since she was able to see them, and it would be more than two weeks more before they were able to visit.

"I was thinking about my grand kids so much," Mary Beth said. "I hadn't seen them since the transplant because they were all sick with one thing or another. And I wondered what they would think or if they would understand I have someone else's heart and how it all works."

Mary Beth wanted to use just the right words to tell her story of gifts and sacrifice. Being familiar with children, through working with them at church, she said she could relate well to kids.

Mary Beth's heart problems began when she was just 30 years old. She was told eventually she would be a heart transplant candidate. "That was the first thing (the doctor) told me." She was a victim of Hypertrophic Cardiomyopathy (or HCM) where the muscles in her heart thicken and harden through time. She had her first open heart surgery in 1995, when



Mary Beth Fites showcases her children's book with the offenders who helped her illustrate it.

doctors cut away some of the thicker part of her heart, and her second open heart surgery in 2001 for a valve replacement. And then on June 21, 2008, just two weeks after she went on medical disability leave, the doctors put her on the heart transplant list.

"I knew in my mind that (the heart transplant) was a possibility, but I never dreamed it would happen, until one day the doctor said, 'This is it; you're going on the (transplant) list,'" Mary Beth said.

Mary Beth was hospitalized August 12 and word came on October 13 she was going to receive her new heart. Since August 1999, Mary Beth has worked at Miami Correctional Facility. She was hired as an Account Clerk 3, working with offender trusts. She ran the mailroom temporarily for nine months and then moved back to offender trusts. "My job consists of working with more than 3,000 offender accounts. I mainly debit their accounts for court payments, child support, postage, and remittance slips, requesting funds be sent from their

account for family support, outside purchases, or donations. Checks are processed for each of these. I set up outside savings accounts and CD's for offenders to help them get ready for when they are released and out on their own. There are also numerous special projects I get to work on that keep my days full."

On her last day in the hospital, Oct. 26, 2008, she felt God speak to her, so she began writing a story. It was a story of the changes she had gone through, witnessed through the eyes of her grandchildren. The title of her story became: "Race Me Grandma." But she didn't just stop there. She decided it had to go further. She wanted to find someone to illustrate her story and to turn it into a children's book. And that's where this story begins.

"The book is based on my life with my grandchildren before and after the transplant. Not only did I want children to understand about transplants, I wanted to let others know how God can and does work in your life," Mary Beth emphasized.

While she doesn't work directly with the offenders, she is quite familiar with the artistic ability of many of the men incarcerated at MCF.

But Mary Beth didn't think of the offenders immediately. First she looked into having her story professionally illustrated through a publishing house. She decided that was not financially feasible. "I kept trying to draw it myself, but that was not happening,"

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MCF Accountant Turns her Transplant Story into a Children's Book with Help of Two MCF Offenders Article continued from page 14

she said with a laugh. And then her thoughts turned towards the many offenders at Miami Correctional Facility.

After asking around, she came up with some offenders involved in the Purposeful Living Units Serve (PLUS) Program. The offenders in this program are required to provide 320 hours of community service in order to complete the program. With a request to the superintendent and the administration in the IDOC Central Office, it was agreed the offenders could illustrate the book as long as they didn't profit financially.

Four men were selected and two actually came through with a complete set of illustrations – Jeffrey Wines and Nicholas Liss. To inspire them, Mary Beth wrote down a few things she envisioned for the illustrations, but told them to use their own visions too.

The two books are very different, with one using a traditional white-haired plump grandmother and the other taking a more modern approach, making Mary Beth more of a “super grandma” with large muscles. The two used their own art supplies and each worked between 60 and 70 hours taking three to four weeks to complete the book.

“They brought the words alive,” Mary Beth said of the colorfully illustrated books. She has been able to get the first one printed, but is still waiting for funding to print the second one illustrated by Liss. “I cried,” Mary Beth said of the books when she first saw them. “It just brought it all to life. And everyone in the Business Office (where she works) cried when they read it too. They were all looking over my shoulder reading it when it came out.”

It has given the men an enormous sense of accomplishment seeing their work in print. “When I started drawing

(15 years ago) I couldn't draw a stick man with a ruler,” Wines said. He said he learned to draw by necessity, as a way to survive in prison and help time pass. He also illustrates greeting cards and envelopes. “An artist lives for this. He wants to have his work seen by others,” he said of the book.

Liss added it's good for future business when he gets out. “When someone asks if I've ever illustrated a book, I can say yes. And it was done for a good cause too,” he added of the profits from the book going to St. Vincent's Sharing Hearts.

“We're not all monsters,” Wines added of the offender population. “We're just trying to do some good things too.” Wines said he connected with Mary Beth's story in his own situation. “What I'm going through right now in prison I know what it's like to be away from home and my family.”

Once illustrated, Mary Beth used her own money to have the one book printed. She was able to print 100 books for \$800 and has had a second printing of that book. (It's cheaper to reprint then to it is for the startup costs to print a different book.)

The Transplant Team at St. Vincent's is researching into how best to use the book as a teaching tool for children and family members, Mary Beth said. They are also looking into grants to help her publish the second illustrated book. While they are the same words, the pictures are different.

The book is being sold by request at this time, Mary Beth said. “If someone wants one, they contact me. Word of mouth has spread, and the first 100 copies were gone in 2½ weeks. I had another 100 printed, and 49 of those are spoken for. God has really blessed this endeavor.” ■

Purposeful Incarceration

Gil Peters, Superintendent—
Branchville Correctional Facility

The purpose of “Purposeful Incarceration” is to enhance the cooperation of Branchville Correctional Facility's therapeutic community with Indiana courts. I believe that by cooperating with courts prior to incarceration within the Department of Correction, the length of incarceration can be shortened.

History indicates a cycle of re-incarceration of adults who have completed their sentence and been released. In many cases, the cycle of incarceration is attributed to abuse of alcohol or drugs. Purposeful Incarceration concentrates on the addictive behavior in order to shorten the term of incarceration and return offenders to the community.

There are currently 29 counties with drug or problem solving courts. The focus of this project is to take the failures of the drug or problem solving courts and place them into our therapeutic community. This encourages judges to take a proactive role, using a non-adversarial, coordinated approach to problem solving, while creating an environment in which participants are encouraged to take responsibility for change.

This project targets offenders with addiction issues, rather than criminal issues. The courts can then communicate this to a facility that has the capability of treating the addiction while also providing public safety through incarceration.

Branchville Correctional Facility's Therapeutic Community is a 480 bed unit, which is an intensive substance abuse program that also addresses

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Purposeful Incarceration

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criminal thinking and behavior. The team is made up of substance abuse counselors, a unit team counselor and case manager, as well as custody staff. The program is a minimum of 9 months long, depending on the progress of the offender. It is peer driven, encouraging accountability for actions and behaviors. Volunteers and mentors are used to facilitate classes and serve as role models for those in the process of recovery. This type of treatment would cost thousands of dollars in the civilian society.

The missing component is aftercare. That is why this partnership between the Department of Correction and Indiana courts is extremely important. In the past, offenders were sentenced, maybe participated in a substance abuse program, but were put back into general population or released without aftercare and needless to say, many re-offended. The partnership we are building sets up selected offenders for success. The court identifies an individual for this special project and will notify the facility. Once it is determined the individual is eligible to participate and meets the criteria to be placed at Branchville, the facility contact person will contact the classification department in central office to ensure the individual is appropriately placed. Once the sentenced person arrives, he will be placed in the therapeutic community. Informal reports can be requested by the sentencing judge at any point during the incarceration. The judge can also visit the offender in order to determine progress. If the selected individual successfully completes the therapeutic program the judge will be notified. At this point, the judge may consider modification of the sentence. If a sentence is modified, the offender will be monitored another year and half to two years. If a sentence is modified by three years, taxpayers

save \$60,000. The offender returns to the community after a very intensive substance abuse program, which gives him an opportunity to lead a better life. The person is removed from the judges and the Department of Correction's circle of incarceration and begins to contribute to society instead of being a burden.

We are building a bond between the Department of Correction and

the courts, which is something that has never happened in the past. Purposeful Incarceration allows us to work together so we can reduce the number of people who are burdens to society and increase the number of productive citizens. It requires more effort and communication between Branchville, courts, volunteers and mentors, yet this can surely improve a system designed for punishment. ■

Help! We Need Somebody, Not Just Anybody

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of their lives. Why do I do it? Why should you think about joining? Because CISM really works. We listen. We tell staff it is OK to have feelings and talk about what they have been through. This isn't John Wayne tough guy stuff. This is real life, and we work in a tough environment that can be a little hard to take sometimes. So we listen and do our best to help.

I look at CISM and our staff as being like a family, a family that pulls together during the rough patches and works out the hard issues. It gives me such a good feeling when someone the team has met with tells me, "Hey, I really didn't want to talk to CISM but you helped me so much!" Team member Judy Jones, who works in payroll, says the key word is help. "I want to be there to get them through that bad emergency situation." CISM here at Wabash Valley always counsels as a team, at least two or three of us. We often de-brief each other after an especially emotionally draining session. And we stay in touch with the people we talk to, making sure

they are doing okay or referring them to the EASY (Employee Assistance Services for You) program.

CISM is not intended to serve as counseling or therapy. It provides an opportunity for education, reassurance, and a forum to vent repressed emotions resulting from a traumatic or stressful situation. So please think about joining the team. The CISM training academy is held at the end of October and there are quarterly meetings for training sessions. Contact CISM members at your facility for an application. Help make a difference.

The CISM Southern Region includes:

- Branchville Correctional Facility
- Wabash Valley Correctional Facility
- Madison Correctional Facility
- Henryville Correctional Facility ■

A Look at Routinely Doing Routine Things Right Each Time

Article continued from page 3

Each of the above factors is harmful alone, but all are very powerful when combined. We all can look back and remember a time we were not at our best, or did not perform at our peak because of one of these factors. We know at the end of our OT shift we are not as sharp as in the beginning, or if our supervisor gives us 5 minutes to accomplish something that normally takes 45.

Now that complacency and habituation have been highlighted, and we know it can be harmful to us and our fellow staff, what can be done to lower its effects?

Think about and try utilizing these methods:

- **Always be aware of your state of mind**, and how it can affect you, to prevent or avoid making the error.
- **Analyze close calls and small incidents** to prevent big ones – learn from our mistakes.
- **Observe others**
 - to avoid the risk,
 - to prevent complacency, and
 - to recognize and intervene with co-workers.
- **Work on our habits**—personal safety skills, switch up normal routines.

Training, interacting and making awareness to fellow staff, supervisory rounds, communication, and management by walking about all aid in decreasing complacency which will lower incidents, raise morale, and facilitate a safer and secure facility.



Remember, complacency is not a bad thing; it becomes a dangerous thing when not recognized and corrected!

Knowing that our minds and bodies automatically do tasks due to habituation and self-checking to ensure we do those routine things right, may save us embarrassment, injury, and even death. This lesson should be learned both in the workplace and in our normal lives also. Driving to and from work becomes so routine that most people nationwide have more accidents on that short drive than any other! If we are aware of this phenomenon, and take steps to lessen its effect, our number of assaults, incidents, injury, and critical incidents can lower dramatically. ■

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Comments or Questions about the IDOC?

Contact Commissioner Edwin G. Buss
by going to his blog:

http://www.doc-apps.in.gov/doc_blog

Indiana's PEN Products Begins OWDS Based Training for Correctional Industries Offenders

Becky Deeb, Public Information Officer–PEN Products

As a part of the Indiana Department of Correction's re-entry initiative, PEN Products held its first Offender Workforce Development Services (OWDS) training on June 30, 2009. The training was developed through the National Institute of Corrections and was held at the Miami Correctional Facility in Bunker Hill, Indiana.

Twenty offenders and ten Indiana Department of Correction staff participated in the six hour training curriculum. Offenders were required to apply for the training, and the staff was selected based on their area of expertise.

The training day was divided into the following areas: Career Theory,

Job Retention, Time Management, and the O*Net Profiler. During the training, the offenders and staff were seated at tables of six, consisting of four offenders and two staff. This encouraged interaction between the offenders and staff and allowed them to share each other's perspective throughout the day. The training day ended with a discussion of how one could build a post-release career path.

The next training is scheduled for July 31st and will focus on offenders coming out of the PEN Products/U.S. Department of Labor Apprenticeship program who are close to their release dates. This training will be held at Plainfield Correctional Facility and will include 24 offenders and



Doug Evans, OWDS certified, instructed Miami Correctional Facility offenders in the Career Planning Workshop.

12 staff members, in addition to Jim Cox, Assistant Director of Re-entry, and Jerry Vance, Director of Adult Programs. ■

PEN Products Prepares for NIC Pod Cast

Becky Deeb, Public Information Officer–PEN Products

Indiana was recently chosen as one of two states (the state of Washington being the other) to be featured on a national live three hour internet broadcast (pod cast) scheduled to air later this year. The pod cast is a collaborative effort between the National Institute of Corrections (NIC) and the National Industrial Correctional Association designed to focus on the role of correctional industries and their place in successful offender re-entry.

Correctional industries are being looked upon in a totally different light than they were several years back. John Moore of the National Institute of Corrections recently stated that prison industries have been doing re-entry for years; they just didn't realize it.

PEN Products moved into the re-entry arena with the establishment of the U.S. Department of Labor Apprenticeship program in early 2006. The growth of apprenticeship led to the development of PEN Products' Job Placement Program. The success of this program has been instrumental in PEN Products and the Indiana Department of Correction being recognized nationally.



Mike Herron will represent PEN Products and the Indiana Department of Correction on the live Pod Cast.

In preparation for this pod cast, there will be a great deal of interviewing and filming by PEN Products and NIC staff. They will be meeting with IDOC personnel, offenders, business partners, and community leaders as they prepare to showcase Indiana in a national spotlight. Three facilities have been selected for filming: Rockville, Miami, and Plainfield.

The NIC is focusing on specific topics and developing talking points to follow those topics. A representative from the NIC will be in Indiana late this summer to do the bulk of the filming. It is a great opportunity for the State of Indiana, the Department of Correction, and PEN Products. ■

Innovation in Corrections: IDOC and BMV Work Together to Assist in Re-Entry Efforts

David S. Burch, Re-Entry and Community Corrections Training Program Director

The Indiana Department of Correction (IDOC) will release over 18,000 offenders in 2009. Each one of those offenders will face unique challenges as they prepare to return to their communities. One challenge that is not unique to any offender is the need for proper state identification. The idea of obtaining proper identification seems simple, but it is quite complex for individuals who may have never been in possession of proper credentials. Indiana, under the guidance of Governor Mitch Daniels, tackled this issue of identification as a shared responsibility between state agencies.

The IDOC was chosen as one of the original Transition from Prison to Community Initiative (TPCI) states in 2004, as outlined by the National Institute of Corrections. Under the leadership of Commissioner Edwin G. Buss, the IDOC has been able to form and maintain an active TPCI Steering Committee that is comprised of numerous state agencies. Through the Steering Committee, many partnerships have been formed to assist offenders returning to Indiana communities. The partnership with the Indiana Bureau of Motor Vehicles (BMV) to obtain state issued identification cards has been one of the most rewarding and beneficial to the offenders as they prepare for re-entry.

Commissioners Buss and Andy Miller (BMV) met early in 2009 to discuss the utilization of the BMV's Mobile Unit inside Indiana prisons. The two agencies had already formed a beneficial partnership in 2005, placing three partial BMV branches inside



A BMV Mobile Unit staff member hands an I.D. to a Putnamville offender.

Indiana prisons to issue ID cards; however, both Commissioners saw the value in being more mobile with the agencies' partnership. By utilizing the BMV Mobile Unit, the impact would be much broader and the agencies' ability to touch more returning offenders would be reachable.

The BMV Mobile Unit has been utilized at many events around the State of Indiana to include the State Fair and numerous days in rural counties. By partnering with the IDOC, the BMV has become the model for other states when it comes to assisting releasing offenders with obtaining state identification. The Mobile Unit has recently visited three Indiana prisons – Putnamville Correctional Facility, Westville Correctional Facility, and Rockville Correctional Facility. The Unit was parked inside the fence at all facilities and was operated by BMV staff for two days at each location.

In just six days, the partnership between the IDOC and the BMV produced 641 state identification cards for the offenders releasing from Putnamville, Westville, and Rockville. That is a phenomenal amount,



The BMV Mobile Unit visited Westville Correctional Facility.

considering the BMV Mobile Unit rarely makes more than 100 cards in any given day that it is in use. The two agencies were able to deliver so many credentials because of the tedious and very detailed work put into the two day events by both Prison and BMV Staff. Re-entry Staffers Kelli Searing (Putnamville), Sandra Sharp (Westville), and Kristin Selvia (Rockville) put in numerous hours with their staff preparing each inmate for the process of obtaining their ID card prior to the arrival of the BMV Mobile Unit to their respective facilities. By doing so, the number of inmates served by the two-day event was much larger than anticipated by either agency. BMV Staff commented on how smooth the operations were at both facilities and how much they appreciated the effort put in by prison staff prior to their arrival.

The Mobile Unit will be next be travelling to the IDOC's Plainfield Correctional Facility to assist those being released to obtain their state ID cards prior to release.

Commissioners Buss and Miller both have an understanding of the many obstacles facing offenders releasing back into communities in Indiana. It is because of their commitment to public safety that one of the barriers facing offenders immediately upon their release is being solved in an innovative way in Indiana. ■

Indiana Well-Represented at ACA Conference

Courtney Figg, Media Liaison

Indiana Department of Correction (IDOC) Commissioner Edwin G. Buss and various staff members traveled to Nashville, Tennessee for the American Correctional Association's Summer Congress from August 7 to August 12.

ACA is a national correctional association serving all disciplines in the corrections profession with certifications, standards, accreditations, and more. Commissioner Buss served as an Accreditation Commissioner during the conference and presided over two days of panel hearings for a variety of correctional facilities nationwide.

Moreover, Commissioner Buss and other IDOC leaders presented workshops and panel discussions on cutting edge correctional issues.

Three Indiana correctional facilities (Pendleton Correctional Facility,

Plainfield Correctional Facility, and Wabash Valley Correctional Facility) officially received re-accreditation from ACA at the conference. Additionally, the Purposeful Living Units Serve (PLUS) program received national attention and recognition as well.



Commissioner Buss presented on "The Branding of Corrections" with Dr. Mary Livers of Louisiana.



Front Row (L-R): Craig Grage, Michael Smith, Wendy Knight, James Bassinger, Teresa Littlejohn, and Brett Mize. Back Row (L-R): Ronald Allen and Stan Knight

"The IDOC continually strives to implement the best correctional practices and perform at high standards. By participating in events with the American Correctional Association and receiving their accreditation for our facilities, the Agency will remain viable and dynamic," said Commissioner Buss. ■

Synergy!

Michael Lloyd, Director of Transitional Facilities and Community-Based Programs

Under the leadership of Governor Daniels and Commissioner Buss, the Indiana Department of Correction strives to serve as a national model of progress in correctional policy. As we continue our efforts to become the best we possibly can at reducing recidivism, we need not only to generate new ideas, but also to implement those that have proven to work in other systems. It is the Commissioner's strong belief that healthy partnerships will allow us to continue our momentum toward becoming a world-class agency. In addition to partnerships we have developed with other state agencies and national organizations, we have now begun collaborating with the

Kentucky Department of Corrections for the benefit of both states.

In July, key officials from the Kentucky DOC came to Indiana for the initial meeting of this new re-entry partnership. Together, the two states reviewed the progress made in Indiana in recent years. We discussed programs that have been put into operation, policies and procedures that have been changed or developed, and plans and goals for the future. The Kentucky staff was especially pleased with the tour they received of the Plainfield Re-entry Educational Facility. They were eager to return home to analyze the information they received and begin planning for our next meeting in November, where we will

discuss what has worked in Kentucky. This sharing of information will allow the two states to create a synergy that will generate bigger and better ideas, plans, and programs to increase public safety by reducing recidivism.

It is through partnerships such as these that we will continue to reach new heights in preparing offenders to return to their communities. Although we recognize that a zero-percent return rate is highly unlikely to ever happen, we can never rest in our endeavor to get as close to zero as possible for the sake of the offenders, their families, and the community at large. The citizens of Indiana—and Kentucky—are counting on us. ■